

**Department of State Police Response**  
**FY16 Budget Analysis**  
**Senate Public Safety, Transportation & Environment Subcommittee**  
**March 5, 2015**

1. The Department of Legislative Services (DLS) requests MSPAC to discuss plans to address the four issues identified by OLA's *Special Report: Department of State Police Aviation Command Mission Data*. DLS also recommends that the budget committees adopt budget bill language restricting \$500,000 from MSPAC until a report is submitted detailing measures that MSPAC has taken to address the issues identified by OLA. (Page 3)

Agency Response: The Department does not concur with the recommendation to withhold funding. The Aviation Command provided a written response to the OLA report even though we were told it could not be included with the report. Please find attached our letter to the budget chairs explaining our efforts in complying with the recommendations of the report.

2. DLS requests DSP, or a representative from MCAC, to provide status updates on the projects and programs currently underway at MCAC. The department should also discuss MCAC projects that are predominately federally funded, the outlook for federal funds to continue, and any costs that the State may be asked to cover should federal funds be reduced. DLS recommends that the Budget Highlights budget book continue to include an appendix, detailing State funding to MCAC, and suggests that the total positions and associated costs for each assigned agency be included. (Page 3)

Agency Response: Currently the FBI does not provide direct funding for any programs at the MCAC. They do provide services and access to information and equipment. Should the FBI decide to leave and take their equipment and services with them, they are of such nature that DSP could not purchase or attempt to buy access to these services.

The Federal Bureau of Investigation has an MOU with the Department of State Police to reimburse for part of the space that they will utilize. The re-configuration of the facility is in final preliminary review with DGS, MSP and the leasing Agent to upgrade parts of the facility based on the new lease conditions.

**National Capital Region Grant Funding for 11 Contractual Positions: (Good through May 2017)**

National Capital Region UASI funding is utilized for Salary, Benefits, Fiscal Administration and Indirect Costs for 11 contractual positions through the University of Maryland **\$1,527,980.00**

This funding is a request from Maryland, Washington D.C. and Northern Virginia Fusion Centers. This funding allows MCAC to recruit subject matter experts/analysts in fields such as Terrorism, Cyber and Critical Infrastructure that current PIN positions in Maryland Government do not have a competitive salary with.

*These positions are critical to the continuing operation of MCAC. If UASI funding was stopped, the State would have to determine whether to continue funding these positions or not.*

### **License Plate Reader Program**

In 2007 the Governor's Office of Crime Control and Prevention (GOCCP) provided over two million dollars in grant funding to Law Enforcement for LPR units to be networked throughout the state. The network has grown since that time to include 69 Law Enforcement Agencies utilizing LPR and 58 agencies networked to MCAC. Any Law Enforcement agency can purchase LPR and the goal of the program was and still is for Law Enforcement to send their LPR reads to one centralized server at MCAC. While there are numerous funding sources including National Capital Region and Baltimore UASI's, MCAC was not the direct recipient of any grant funds associated with LPR in 2014, but \$240,000 was allocated through the National Capital Region UASI to Maryland Law Enforcement to complete a statewide software upgrade for all participating agencies networked to MCAC. MCAC uses \$35,000 annually in grant funds from the Maryland Vehicle Theft Prevention Council for maintenance of the MCAC server.

*If the grant funding for maintenance was cut (\$35,000), MCAC would have to locate an additional funding source or use existing funds to support system sustainment. Any future build out of the program is dependent upon grant funding through GOCCP, NCR and Baltimore UASI or other grant sources. The cost of maintenance for individual LPR units is the responsibility of the Law Enforcement Agency that owns and operates the equipment so the only costs for the State would be maintenance on state owned LPR Units.*

### **CCTV (MVIEW)**

Since its inception in 2011 the Maryland CCTV Program (MVIEW) has grown to over 2,500 networked cameras from 29 agencies throughout Maryland and the National Capital Region. There are over 1,700 users of the system representing over 100 agencies. Based on business projections the number of cameras is expected to be over 4,000 by fall of 2015. The program is managed by a Maryland State Police PINNED employee. All other costs are grant funded as indicated below:

#### **2013 NCR UASI Grant (\$2,587,200.00)**

Sep 2013-May 2015; Benefits MCPS, PGCP, M-NCPPC, PGPD, WMATA, Arlington PD, UMD-College Park, MView, with equipment, warranty, installation. Benefits MView system by providing for sustaining funds for full-time engineering resource and other support resources as needed, 24/7 HelpDesk, Adds/Mods, NCR site visits, survey's, etc. The current CSR with DOIT allows us to use the State's networking resources

#### **2014 NCR UASI Grant (\$1,622,810.00)**

Sep 2014-May 2016; To provide for more equipment, warranty and install for new video sharing with existing or new organizations; to add functionality to MView for auditing of users and administrators; to continue sustaining funds by providing for full-time engineering resource and other support resources as needed, 24/7 HelpDesk, Adds/Mods,

NCR site visits, survey's, etc. The current CSR with DOIT allows us to use the State's networking resources

*Should Grant funding not be available in the future \$481,700.00 in sustainment costs would need to be supported for streaming and transcoding appliances, engineering resources, Help Desk Support, and NetworkMD Data Center Services. Multiple options for sustainment would need to be addressed to decide scalability of the program (i.e. Maryland only, all NCR partners provide a percentage of the funding, etc.)*

3. DLS requests that DSP describe what led to the cancellation of this project (E911) and update the budget committees on what was spent and any steps the department is planning to take to address issues and/or move the project forward. (Page4)

Agency Response: The vendor on this project, Frequentis USA (FUSA), was unable to design a system that passed critical design review and meet requirements under the State's RFP. FUSA was placed into a cure status by the DSP and failed to provide a design that met the State's requirements. Based on the status of the project, Dorchester County, which received project funding from the Emergency Systems Numbers Board (ENSB), requested that project funding be de-obligated. Funding for this project was de-obligated by the ENSB in late CY2014. FUSA was placed in default and the project was cancelled.

The State paid FUSA \$170,906 for achieving 2 milestones and \$744,454 to Kimball, the State's consulting firm. Subsequently, FUSA has filed a contract appeal against the DSP for \$6 million and interest. The DSP recommended to the ENSB that when funding is provided to local Public Safety Answering Points (PSAP ), that a portion of this funding be used to create a dynamic host remote solution between the primary PSAP and secondary PSAP (MSP Barracks) in each county. This solution is cheap, proven and reliable technology that is currently used between county PSAPs and DSP Barracks in Carroll and Washington counties.

Next generation/enhanced 911 for Maryland is being reviewed as a possibility by DSP as work on the First Responder Network Authority (FirstNet) national project and Maryland's design of the national public safety broadband system continues. At this time, the Congressional appropriation for this project only allows planning and outreach to stakeholders. Phase II will release funding for a statewide and regional assessment of broadband coverage.

4. DSP should comment on the level of revenue expected from the sale of the helicopters and the impact that a lower estimate will have on the fiscal 2015 general fund balance. (Page 4)

Agency Response: The MSPAC is not in a position to comment on the level of revenue expected from the sale of the helicopters.

- The liquidation of the Dauphin Fleet, as surplus State property, is statutorily managed by the Department of General Services, Surplus Property Division. All transactions, appraisals, auctions, and other activities have been managed by the Surplus Property

Division at DGS. The accountable officer is Anthony J. Johnson, a Manager in the Surplus Property Division.

The Department, was the user of the helicopter fleet until December 2014, when MSPAC notified DGS that it was no longer using the fleet and that liquidation activities may begin.

- In the Fall of 2014, in anticipation of the sale, the Surplus Property Division arranged for professional appraisers to look at the fleet and conduct the appraisal. MSPAC's only involvement in this process was to facilitate the inspection, and allow photographs as necessary. MSPAC neither participated in the appraisal process, nor was notified of any outcome. In fact, MSPAC was directed by DGS to refer any and all inquiries regarding the appraisal and sale to Mr. Johnson at the Surplus Property Division.
  - The DLS Analyst states that the fiscal 2015 budget assumed that \$17.6 million in general fund revenue would be realized from the sale. The \$17.6 million was deposited in the Annuity Bond Fund in anticipation of the revenue from the sale of the helicopters in early fiscal 15. This figure was based on discussions between DSP, DBM and DGS, which resulted in the estimate that the state would sell 8 or 9 helicopters for approximately \$2 million each, and the remaining 2 or 3 helicopters would be used for parts. These estimates were made with the qualification that DGS will not know the exact revenue from the sale until the sale is made because the future condition and value of the aircraft were unknown at that point in time.
  - In January 2015, two (2) Dauphin Helicopters were liquidated at auction. MSPAC involvement in that auction was limited to facilitating the inspection of the aircraft during the auction, and facilitating the removal of the aircraft by the auction winners after the sale. All other activities were managed by the DGS Surplus Property Division. All manners in which auctions are conducted, to include the order of aircraft sold, the number of which are auctioned at any one time, whether multiple aircraft are aggregated together or sold separately, are under the direct and complete control of DGS.
  - Regarding the DLS reference to language permitting the donation of one (1) airframe to the Smithsonian Institution, MSPAC determined, after a lengthy discussion process, that there was no method of consummating this donation without a significant cost and/or other commitment to and by the State. MSPAC and DGS concluded, after this realization, that the State's interest would best be served by liquidation of all airframes; and accordingly the donation project was discontinued.
5. The Department of Legislative Services (DLS) requests that DSP explain why the Superintendent's salary increases above the standard COLA issued to all other EPP positions. (Page 14)

Agency Response: The Executive Pay Plan is not established by the Department of State Police, but rather, it is set by the Department of Budget and Management and accepted by the Governor's Office (State Personnel and Pensions Article Title 8-101). As such, it can

only be reasoned that the previous administration set the increase in the pay plan and the current administration carried it forwarded.

State law provides salary ranges for Executive Pay Plan Grade Profiles (ES4 through ES11) and also exercises a percentage cap when individuals are hired from within current state government. For example Executive Plans are capped at 14%. The purpose of the pay plan is to provide employees in positions that involve comparable effort, knowledge, responsibilities, skills and working conditions with comparable pay according to the relative value of services to be performed. Pay plans are also established to recruit or retain qualified individuals.

The Executive Pay Plan listed in the budget bill, as drafted by DBM, is a snapshot in time used for informational purposes, and DSP is not bound by law to pay that amount. What the current year's budget bill reflects is the actual April 2014 and FY 2015 increments plus FY 2014 and FY 2015 COLA, while the FY 2015 budget bill data included the impact of the estimated April 2014 increments plus FY 2014 COLA. The roughly 5% increase shown reflects these amounts, but as the budget bill is a point in time and that position is in the process of being filled, the actual salary could vary from the listed amount. DBM is in discussions with DLS regarding what positions and salaries should be reported in future budget bills to avoid any confusion. For more questions, DBM can provide additional information.

6. DLS requests that DSP describe how the department plans to implement the general 2% across-the-board reduction. (Page 14)

Agency Response: We are working with DBM and the Governor's Office on their review of our recommendations and this information will be shared with the committees." The DSP has already begun implementing cost cutting measures for the implementation of the January 7, 2015 Board of Public Works across the board reduction of 2% for state agencies. The DSP will continue those reductions as outlined below to reach the 2% reductions in fiscal year 2016.

7. DLS recommends that the budget committees adopt the action in the BRFA of 2015 to repeal the SPHRF and transfer the remaining balance to the general fund. (Page 15)

Agency Response: DSP concurs with the recommendation to adopt action in the BRFA

8. DLS recommends that the Budget Highlights budget book continue to include an appendix, detailing State funding to MCAC, and suggests total positions and associated costs for each assigned agency be included. (Page 20)

Agency Response: DSP Concurs with the recommendation

## **Recommended Actions**

1. Add budget bill language abolishing 50 general fund positions.

Agency Response: The current number of vacancies (177) is approximately a 7.4% vacancy rate, higher than the budgeted turnover rate of 4.2%. Eliminating an additional

50 PINS would adversely impact the Department via lowering the total authorized strength number and subsequently increasing the vacancy rate to 9.5%; absent adjusting the total authorized strength number.

The Maryland State Police has seen a continual erosion of human capital resources since FY02 with the loss of 202 positions. Although there has been a significant expansion of the Aviation Division and modest increases at the MCAC and Forensic Laboratory, authorized strength for sworn members has fallen from 1627 to 1557 and for civilian personnel from 889 to 798 during this period. Since civilian support personnel have represented a greater proportion of the cuts over the years and faced with the looming reality that additional civilian positions will be abolished through the proposed voluntary separation program, the department believes that a reduction of 50 personnel will be devastating and will primarily have to come from the ranks of sworn contingent. Continual personnel cuts have reduced the Department to critical minimum or below minimum staffing levels contributing to high overtime costs and officer safety concerns. Due to the lack of sufficient civilian support staff, the Department has been forced to assign sworn personnel to non-traditional law enforcement responsibilities to handle critical administrative responsibilities.

Despite the Department's efforts to manage and mitigate the prior reductions we believe, a personnel cut of this magnitude will result in the elimination of services and /or law enforcement programs. 50 sworn personnel is roughly the compliment assigned to one of our operational barracks. Closure of an operational barrack, elimination of the school safety program, reduction of services provided by the MCAC and the Forensic Laboratory, withdrawal of all sworn personnel from local task forces, no sworn hiring or new recruit classes for the foreseeable future are some of the potential consequences that will need to be considered.

In addition to the recommendation to eliminate the 50 positions the Department is faced with the possibility of losing PINS under the Voluntary Separation Program. DSP estimates 20 civilian personnel may take advantage of the program. If this is the case the Department will be required to abolish those positions as well. Combined with the loss of 50 sworn positions and the increased turnover required to make budget, the reductions would have a devastating effect on the agency.

2. Add budget bill language restricting \$500,000 for the Aviation Command until a report is submitted detailing actions taken to address issues identified by the Office of Legislative Audits in a special report.

Agency Response: DSP does not concur

3. Adopt committee narrative requesting that an appendix continue to be provided in the Maryland Budget Highlights book consolidating budgetary resources that the Maryland Coordination and Analysis Center receives from State agency appropriations.

Agency Response: DSP concurs with the recommendation.

4. Add budget bill language restricting \$1,000,000 of the general fund appropriation until the Department of State Police submits the 2014 Uniform Crime Report.

Agency Response: DSP Concurs with the recommendation.

## Budget Hearing Follow-Up

**Subcommittee: PSA**

**Budget Analyst: Laura Vykol**

**Hearing Date: 2/18/15**

**Committee Analyst: Dana Tagalicod**

**Agency: State Police**

**Agency Contact: Thomas Williams**

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Follow up material should be submitted within **two weeks** of the budget hearing. **For budget hearings held on or after Friday, February 20, 2015, follow-up material should be submitted as soon as possible but no later than 12 noon, Friday, March 6, 2015.** Any information submitted after this time will not be considered by the committee during its budget deliberations. Copies of all responses should be submitted to:

*House Appropriations Committee  
Attn: Cherie Warehime  
6 Bladen Street  
House Office Building, Room 121  
Annapolis, Maryland 21401*

**This information request sheet must be included as a cover sheet on each of the copies. Please submit 10 copies for subcommittee hearing follow up and 29 copies for full committee hearing follow up.**

**Please submit all response items for each agency at the same time.**

<b>Request by</b>	<b>Analyst or Agency Responsible</b>	<b>Issue/Request</b>
Gutierrez	State Police	Provide data regarding recruiting and diversity.
Gutierrez	State Police	Provide information on whether the State Police still enforces immigration detainers.
Jackson	State Police	How many sworn personnel will be leaving on 6/1/15 because of DROP? If available, provide information about filling those positions.
Jackson	State Police	Provide information on the status of FirstNet.
McConkey	State Police	How many specific crimes have been solved



## Budget Hearing Follow-Up

		due to the ballistic fingerprinting program?
Haynes	DLS	Provide information on vacant positions and the amount of funding associated with those positions.

**House Budget Hearing Follow-Up  
Department of State Police Response**

<b>Subcommittee:</b>	<b>PSA</b>	<b>Budget Analyst:</b>	<b>Laura Vykol</b>
<b>Hearing Date:</b>	<b>2/18/2015</b>	<b>Committee Analyst:</b>	<b>Dana Tagalicod</b>
<b>Agency:</b>	<b>State Police</b>	<b>Agency Contact:</b>	<b>Thomas Williams</b>

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Gutierrez	State Police	Provide data regarding recruiting and diversity.
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**DSP Response:**

The Department of State Police implemented several initiatives and strategies to increase the diversity representation in the Department's workforce back in 2010 and 2011. The Recruiting Unit routinely attends and participates in minority targeted recruiting activities/events in high minority populated geographical areas. During the last quarter of CY 2014, the Recruiting Unit participated in weekly events focused on minority recruiting. (see attachment)

In the current year and as part of the recruiting strategy, the Department of State Police has implemented a minority-targeted recruiting and advertising campaign and has advertised employment opportunities in the Baltimore Sun and digital billboards throughout the Baltimore Metro area. Currently, a Request for Proposal (RFP) is pending review with the Department of Budget and Management to hire a marketing and advertising company to develop a professional minority targeted recruiting campaign that will be broadcast in high-minority populated geographical areas.

Radio stations in the Washington Metropolitan area that Prince George's County barracks, Forestville and College Park, have developed a working relationship and conducted radio interviews include:

WPGC 95.5 (Hip Hop Station)  
Disc Jockey- Justine Love

EL Zol 107.9 (Hip Hop Hispanic Station)  
Disc Jockey – Diamond Boy Luis

Since January 2012, the Department has maintained a 35% average diversity representation of its academy classes. Most recently, Academy Class 143, commencing on January 26, 2015, has an overall diversity representation of 39.1%.

Gutierrez	State Police	Provide information on whether the State Police still enforces immigration detainers.
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**DSP Response:**

The Department of State Police did not participate in the U.S. Department of Homeland Security, Secured Communities Program. The Maryland State Police comply with the August 7, 2013, United States Court of Appeals for the Fourth Circuit ruling that state and local law enforcement

**House Budget Hearing Follow-Up  
Department of State Police Response**

officers may not arrest or detain an individual based solely on a civil immigration warrant. Warrants for deportation are civil in nature, not criminal.

Jackson	State Police	How many sworn personnel will be leaving on 6/1/15 because of DROP? If available, provide information about filling those positions.
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**DSP Response:**

A total of 30 sworn personnel will be separating from the Department due to scheduled DROP separation dates.

March 1, 2015	3
May 1, 2015	3
June 1, 2015	24
<b>TOTAL</b>	<b>30</b>

All vacated positions are replaced by hiring new candidates through the Maryland State Police Academy. Many of the departing positions are supervisors and commanders. As many as possible will be replaced through the Department's promotional system with a trickle-down effect to the recruitment process. The proposal by the Department of Legislative Services to cut 50 positions will require the Department to cut trooper positions. This will make it impossible to conduct future academy classes unless deficiency appropriations are approved to offset the cuts and a substantial decrease in turnover expectancy.

Jackson	State Police	Provide information on the status of FirstNet.
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**DSP Response:**

FirstNet stands for the First Responder Network Authority which was created under the Middle Class Tax Relief and Job Creation Act of 2012. Congress authorized funding of up to \$7 billion to construct a national public safety broadband network across the country for all public safety agencies, not just law enforcement.

This is a federal project, not a Maryland major IT project, and has no relationship to 700 MHz. Phase I was education, outreach and planning. Maryland received \$1.9 million. Phase II, which is assessing coverage and the system's needs, should begin soon. Maryland will receive another \$1.9 million for implementing Phase II. Maryland teamed up with FEMA Region III, which is Pennsylvania, Delaware, Virginia and West Virginia, to create a group called MACINAC.

FirstNet and the State Point of Contact (SPOC) are located under the Statewide Interoperability Office under MSP. All of the personnel working on the FirstNet project are contractual and paid by the grant monies.

**House Budget Hearing Follow-Up  
Department of State Police Response**

McConkey	State Police	How many specific crimes have been solved due to the ballistic fingerprinting program?
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**DSP Response:**

There have not been any crimes solved as a direct result of the ballistic fingerprinting program. The program has provided evidence to enhance investigations in at least twenty-six (26) criminal investigations. These investigations include 13 homicides and 13 shootings/assault with intent to murder cases.

Haynes	DLS	Provide information on vacant positions and the amount of funding associated with those positions.
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**DSP Response:**

The Department of State Police currently has 124 General Fund vacant positions. Over the last several years, the Department has been mandated to hold unrealistically high numbers of vacancies due to turnover requirements that have been established by the Department of Budget and Management and the General Assembly.

MSP – Sworn	33
MSP – Civilian	81
Office of the State Fire Marshal	10
<b>Total</b>	<b>124</b>

<b>Fiscal Year</b>	<b>Amount of Turnover</b>
2016 (Proposed)	\$9,496,154
2015	\$10,376,432
2014	\$13,368,030
2013	\$14,841,487
2012	\$22,492,424

For FY15, the funding breakdown of the 124 vacancies does not meet the required turnover. The Department's projections illustrate that the current General Fund vacancies total approximately \$10 million, which is \$300K below turnover. Holding such a high vacancy rate has adversely impacted the Department's ability to carry out its primary missions.

The Department has been left with few options to fill the gaps caused by the vacant positions. These options have included the use of overtime to ensure that appropriate levels of emergency personnel are deployed to properly respond to calls for service. The Department has also been forced to contract with outside vendors to ensure mission-critical functions are provided. For example, a vendor is currently under contract to perform laboratory testing that the Forensic Sciences Division could not perform due to insufficient staffing. Vendors have also been hired at a significant expense to perform information technology functions that are more appropriately performed by State Police employees. Working in this fashion has caused considerable increases in expenses that otherwise would not have been incurred if appropriate staffing levels had been approved.

## **House Budget Hearing Follow-Up Department of State Police Response**

At this point, it is too early to predict the overall impact that the State's recently announced Voluntary Separation Program (VSP) will have on the Department. Because our trooper and civilian employees provide essential public safety services, we do not have the ability to stop performing a function just because the incumbent employee opted to separate. Instead, we will likely be required to move troopers into positions that are more appropriately performed by civilian employees. This will result in fewer troopers on the road to answer calls. The proposed recommendation to abolish 50 positions will compound our struggles exponentially while simultaneously decreasing the options we have to complete our mission. Examples of the impact to the Department include:

- **Police Communications Officers (Dispatchers)** – The Department simply cannot function if dispatchers are not available to answer emergency calls and provide the required information to the responding troopers. Vacancies can only be covered by personnel who are trained and this mandates that we pay overtime. Many times vacant shifts are covered by troopers whose primary function is responding to emergency calls. Additionally, overtime rates for troopers are considerably higher than the civilians who typically staff this position.
- **Automotive Mechanics** – The Department's fleet continues to age with average mileage over 180,000 miles and growing daily. Vacancies in this employee classification have caused massive backlogs in service work performed at local barracks garages. At most barracks, service appointments are being scheduled at 30 to 45 days in the future. This delays critical preventative maintenance needed to keep the fleet in operation. Additionally, it is not uncommon for unscheduled repairs to take several months to be completed, leaving the troopers without a patrol vehicle.
- **Facilities Maintenance** – The number of facility maintenance workers has already been reduced to the point that there is one maintenance worker to cover several facilities. This has required the Department to outsource much of the repair work to private contractors. The limited number of workers has dictated that little or no preventive maintenance can be accomplished and the general state of the Department's facilities continues to deteriorate rapidly. Over the last several years, the Department has consistently been over budget on facilities maintenance due to the outsourcing of the work and the inability to perform preventative maintenance.
- **Administrative Support Personnel** – The number of support staff has decreased considerably at most field installations. Some locations are operating with only one employee to handle the clerical work for the entire installation. This has forced the Department to use troopers who would otherwise be handling emergency calls.

## **Diversity Recruiting Events**

### **2009**

Feb 12-15, Motor Trend International Auto Show, Baltimore City  
March 30, Congressman Elijah Cummings Annual Career Fair, Baltimore City  
April 24, Landover Hills Baptist Church Fair  
April 25, Pikesville High Career Day  
August 15, New Hope Baptist Church  
September 10 -13, Prince Georges County Fair  
October 12, Catonsville Community College Career Day

### **2010**

March 13, Evangel Assembly Career Fair  
April 19, Congressman Elijah Cummings Annual Career Fair, Baltimore City  
April 22, John Jay College Job Fair, New York City  
April 23, Pikesville High Career Day  
June 12, Capital Heights Parade and Festival, P.G. County  
November 8, Booker T High School Career Day  
November 19, Newtown High Career Day, Owings Mills  
December 9, Woodlawn High School ROTC Recruiting Event  
December 14, MD Attorney Generals Office Mentoring Program Law Enforcement Day

### **2011**

February 16, Bilingual Diversity Job Fair  
February 24, University of MD Eastern Shore Career  
March 21, D.C. National Guard Job Fair  
April 4&5, University of MD Eastern Shore Criminal Justice Classes  
April 18 Congressman Elijah Cummings Annual Career Fair, Baltimore City  
July 2&3, African American Festival  
July 30, Baltimore City ARK Church Community Day  
September 8-11, P.G. County Fair (Cancelled due to Hurricane Irene)

### **2012**

January 23, UMES Job Fair  
March 6, Univ. of MD College Park Job Fair  
March 26, MD DLLR Orientation in Baltimore City  
March 31, Historically Black College and University/ Military Awareness Summit  
April 11, Morgan State University Job Fair  
April 14, MD DLLR Orientation in Baltimore City  
April 24, NOBLE Career Fair at Univ. of DE  
April 30, UMES Criminal Justice class presentations  
May 1, Women in Criminal Justice Leadership Seminar  
May 31, MD DLLR Orientation in P.G. County  
June 24, Baltimore City Public Safety Day  
August 16, Men Aiming Higher Job Fair  
October 14, Oxen Hill Wal-Mart Community Day  
November 14, Montgomery College Career Fair

November 17, Legislative Black Caucus Orientation

## **2013**

February 1, Historically Black College and University Job Fair  
February 1, Univ. of MD College Park Job Fair  
February 28, Futures Fair at Univ. of MD School of Law  
March 13, Univ. of MD College Park Career Fair  
April 12, Urban Alliance Job Fair (Baltimore City)  
April 12, Bowie Bay Sox Recruiting Event  
April 15, Recruiting Display at Baltimore City MVA  
April 23, NOBLE Career Fair at Univ. of DE  
May 17, Prince George's County Community College Career Fair  
July 26, Prince George's County Explorer meeting (College Park)  
July 29, Recruiting event on WOLB Radio  
August 17, Men Aiming Hirer Job Fair  
August 26, Recruiting Display at Baltimore City MVA  
August 29, Prince George's Sports and Learning Complex Job Fair  
September 7, Collington Square (Baltimore City) Community Day  
October 22, Camden County Community College (NJ) recruiting event at Sykesville  
November 1, Black Legislative Caucus Job Fair in Annapolis  
November 7, Montgomery College Career Fair

## **2014**

January 18, NAACP State Conference  
January 28, CLIA 5<sup>th</sup> Annual Futures Fair  
February 27, UMES Job Fair  
March 6, Morgan State University Criminal Justice presentation  
March 7, Heritage High School Recruiting Event, Baltimore City  
April 4, Urban Alliance Service and Career Fair  
April 9, Morgan State University Job Fair  
April 24, 2014, Hernwood Elementary School, Randallstown, MD  
May 3, 2014, FreeState Challenge Academy, Edgewood, MD  
May 9, 2014, American Public University, Arlington, VA  
May 14, Baltimore City Community College Recruiting Event  
June 7, 2014, 400<sup>th</sup> MP Recruiting Event, Ft. Meade, MD  
June 14<sup>th</sup>, African American Family Community Day, St. Leonard, MD  
August 5, National Night Out, Essex, MD  
August 13, NAACP Howard County Job Fair  
August 28, Congresswoman Donna F. Edwards Job Fair, PG Sports & Learning Complex  
September 10, Veterans Job Fair at Prince Georges Community College  
September 22, The Bethel House (Church), Forestville, PG  
September 27, Senator C. Anthony Muse Career Path Work Shop, Temple Hills, MD  
September 29, 2014, Veteran Employment and Training, Catonsville, MD  
September 30, 2014, Washington D.C. National Guard  
October 3, 2014, Bowie State University, 14000 Jericho Park Rd, Bowie, MD  
October 7, 2014, Milford Mill Academy ROTC, Milford Mill Rd, Baltimore, MD

October 9, 2014, Lansdowne Future Fair, Hollins Ferry Road, Lansdowne, MD  
October 14, 2014, Dr. Henry A. Wise Jr. High School, Upper Marlboro, MD 20772  
October 15, 2014, Pikesville High School, Pikesville, MD 21208  
October 17, 2014, Boy and Girls Club, Baltimore City  
October 17, 2014, Prince George's County PD Academy, Largo, MD  
October 20, 2014, Loch Raven High School, Towson, MD  
October 21, 2014, UMUC, Prince George's County  
October 23, 2014, Salisbury Chamber of Commerce Job Fair, Salisbury, MD  
October 24, 2014, Loch Raven High School, Towson, MD  
October 26, 2014, Baltimore City Health Care Job Fair, Baltimore City  
October 28, 2014, Rick Leandry's Youth, Baltimore City  
November 1, 2014, Aberdeen Proving Ground Career Day, Aberdeen, MD  
November 6, 2014, Careers in Criminal Justice Day, Montgomery College  
November 13, 2014, Baltimore City's Project Engage Program, Baltimore City  
November 13, 2014, Women in Law Enforcement, Washington D.C.  
November 17, 2014, Needwood Academy, Rockville, MD  
November 19, 2014, Morgan State University, Baltimore, MD  
November 19, 2014, Baltimore City's Diploma 2 Degree Program, Baltimore City  
December 1, 2014, Randallstown High School, Randallstown, MD  
December 5, 2014, USMC, Quantico, Virginia  
December 12, 2014, Urban Alliance Career Day, Baltimore City  
December 19, 2014, Joppatown Homeland Security Program, Joppa, MD



**MARYLAND STATE POLICE  
SWORN RACE/SEX/RANK DISTRIBUTION REPORT**

As of 02/23/15

[illegible]

Col.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lt. Col.	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Major	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Captain	16	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lieutenant	47	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1/D Sgts	72	5	8	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sergeant	215	17	34	6	2	2	0	0	1	0	0	0	0	0	0	0	0	0	0
Corporal	160	10	27	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Master Tfc	65	3	14	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Tro	71	6	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TFC	328	15	48	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Trooper	145	17	23	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trooper G:	28	4	12	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-Total	1153	85	185	19	17	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Civilian	307	233	41	102	6	6	1	1	1	1	1	1	1	1	1	1	1	1	1
Grand Tot	1460	318	226	121	23	7	2	1	1	35	4	0	0	1	1746	452	2198		

[illegible]